

PERSONNEL POLICY BOARD

September 7, 2006

MEETING

Meeting was held Thursday, September 7, 2006, Commissioners Hearing Room, County-City Building, Lincoln, Nebraska.

Members present: Jim Haszard, Ed Bryson, Sue Dedick, Georgia Glass. Members absent: Doug McDaniel, Jerry Sellentin. Personnel Department resource staff attending: Karen Eurich.

The meeting was opened at 1:30 p.m. by Vice-Chair Jim Haszard.

It was moved by Sue Dedick and seconded by Georgia Glass to approve the minutes of the June 1, 2006 meeting. Motion unanimously carried.

Agenda Item 1 was the request to amend Rule 17.19 of the Personnel Rules – Shift Differential. Don Taute of the Personnel Department explained this change was the result of negotiations with the AFSCME union to increase shift pay. This change will cover the unrepresented employees and the AFSCME employees who are probationary and/or scheduled to work less than 20 hours per week. Following discussion, it was moved by Georgia Glass and seconded by Sue Dedick to approve the amendment as presented.

Agenda Item 2 was the request to amend Rule 19.2 of the Personnel Rules – Vacation Leave. Don Taute of the Personnel Department requested that agenda items 2 and 3 be considered together. Rule 19.2 is the request for a change to the vacation accrual schedule, which is a result of negotiations with the AFSCME union. This amendment changes the amount of accrual for the twenty-year employees and adds a new category of accruals for 25 or more years of service.

Agenda Item 3 was the request to amend Rule 19.3 of the Personnel Rules – Sick Leave. Don Taute explained this change is also as a result of negotiations with the AFSCME union and will change the maximum accrual employees may accrue for sick leave by adding an additional 104 hours to the maximum amount, which is the equivalent of one year of accrual. Following discussion, it was moved by Georgia Glass and seconded by Sue Dedick to approve Amendments to Item numbers 2 and 3 as presented. Motion unanimously carried by roll call vote.

Agenda Item 4 was the request to create a pay plan for employees represented by a pay range prefixed by 'C'. Don Taute of the Personnel Department requested that Agenda Items 4 and 5 be considered together. Don Taute explained as a result of AFSCME negotiations, the County created a new pay plan that added an additional step, increasing the steps from 7 to 8, and changing to 3.6% between steps. The County Board requested the Personnel Department implement the same type of pay plan for employees in the unrepresented 'C' and 'E' pay ranges.

Agenda Item 5 was the request to create a pay plan for employees represented by a pay range prefixed by 'E'. Don Taute explained the unrepresented employees in the 'E' pay ranges work in departments that do not allow for them to have union representation. John Cripe of the Personnel Department also addressed questions from the Board. Following discussion, it was moved by Georgia Glass and seconded by Ed Bryson to approve the creation of the pay plans as presented in Agenda Items 4 and 5. Motion unanimously carried by roll call vote.

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Agenda Item 6 was the request for appeal hearing from Mike Prochnow — Clerk of the District Court. Tom Fox of the County Attorney's Office represented the Clerk of the District Court; Mike Prochnow represented himself. The proceedings were recorded by Deb Cooley of J.S. Wurm and Associates and are on file in that office. There were seven exhibits offered and received into the record. Witnesses called: John Cripe, Sue Kirkland. Following discussion, it was moved by Georgia Glass that the reallocation of Mike Prochnow was improper. Motion died for lack of a second. It was then moved by Ed Bryson and seconded by Sue Dedick that the reallocation of Mike Prochnow was proper. Voting yes: Sue Dedick, Ed Bryson, Jim Haszard. Voting no: Georgia Glass.

Agenda Item 7 was the election of Chair. Agenda Item 8 was the election of Vice-Chair. It was moved by Ed Bryson and seconded by Georgia Glass to table Agenda Items 7 and 8 until the next meeting. Motion unanimously carried by roll call vote.

Agenda Item 9 was miscellaneous discussion. Georgia Glass informed Karen Eurich she would not be available for the October meeting, and Ed Bryson informed Karen Eurich that he would not be available for the November meeting.

There being no further business, the meeting adjourned at 4:00 p.m.

The next regular scheduled meeting is tentatively set for Thursday, October 5, 2006.

Karen Eurich
Personnel Operations Specialist

pc: Mike Prochnow
Sue Kirkland

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